

**AGREEMENT BETWEEN  
CITY OF MANCHESTER  
AND  
TEAMSTERS UNION LOCAL NO. 633 OF NH**

Affiliated with the International Brotherhood of Teamsters

EXPIRES JUNE 30, 2016

(CITY LIBRARY)

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## **ARTICLE ONE**

### **Purpose**

The objectives of this Agreement are the promotion of harmonious and cooperative relations between the City, the Union and members thereof; and the establishment of an equitable and peaceful procedure for the resolution of differences arising between them concerning wages, hours and other conditions of employment other than managerial policy within the exclusive prerogative of the public employer as defined in RSA 273-A. This statement of purpose shall not be subject to the grievance and arbitration provisions of this Agreement.

## **ARTICLE TWO**

### **Recognition**

**2.1** The Manchester City Library hereby recognizes Teamsters Local 633 of New Hampshire, hereinafter, the "Union", as the exclusive representative of the bargaining unit for the purpose of collective bargaining with respect to wages, hours and other terms and conditions of employment other than managerial policy within the exclusive prerogative of the public employer as specified in RSA 273-A:1, XL Such managerial prerogatives shall not be subject to the grievance and arbitration provisions of this Agreement.

**2.2** The bargaining unit is defined as follows:

All regular full-time employees of the Manchester City Library in the classifications of Assistant Librarian, Library Clerk I, Library Clerk II, Information Support Specialist, Office Assistant and Accounting Technician.

All other employees are excluded from the bargaining unit.

## **ARTICLE THREE**

### **Management's Rights**

The Board of Mayor and Aldermen of the City of Manchester, the Library Trustees, the Library Director and his/her designee(s) shall continue to have, whether exercised or not, all the rights, powers and authority heretofore existing, including but not limited to the following:

The Library Trustees and/or the Library Director and his/her designee(s) shall determine the levels and standards of service to be offered by the Manchester City Library, determine the standards of selection for employment and promotion, direct the bargaining unit members, take disciplinary action, relieve bargaining unit members from duty because of lack of work, budgetary constraints or for other legitimate reasons; issue and enforce rules and regulations; maintain the efficiency of governmental operations; determine the means, methods and personnel by which the Library's operations are to be conducted; determine the content of job classifications; exercise complete control and discretion over its organization and the technology of performing its work; and fulfill all of its legal responsibilities.

All of the rights, responsibilities and prerogatives that are inherent in the Board of Mayor and Aldermen, the Library Trustees, the Library Director and his/her designee(s) by virtue of statutory and charter provisions cannot be subject to any grievance or arbitration proceeding.

## **ARTICLE FOUR**

### **Contracting and Subcontracting Out**

**4.1** The right of any public agency or private individual(s) or business(es), other than the Manchester City Library, to contract for work of the nature ordinarily performed by the Manchester City Library, shall not be affected by this Agreement,

**4.2** The City of Manchester recognizes the concern of the Union in regard to contracting or subcontracting work which results in a reduction of the work force.

**4.3** If the City of Manchester, the Library Trustees or the Library Director changes the method of operations which involves contracting out work which is now being performed by bargaining unit employees, the City and/or the Library Department will give notice to the Union of its intention. In those cases where bargaining unit members are not absorbed into other City positions, the City and/or Department will provide as much advance notice of impending lay-off as is reasonably possible.

## **ARTICLE FIVE**

### **Stability of Agreement**

**5.1** This Agreement represents the entire agreement between the parties hereto and may not be modified in whole or in part except by an instrument in writing, duly executed by both parties.

**5.2** Should any article, section or portion thereof of this Agreement be determined to be invalid because it is in conflict with a Federal or State law or be held to be unenforceable by any court of competent jurisdiction, such determination shall apply only to the specific article, section or portion thereof specified in the decision; provided, however, that all other provisions of this Agreement and the application thereof shall remain in full force and effect.

## **ARTICLE SIX**

### **No Strike or Lockouts**

**6.1** No bargaining unit member shall engage in, induce or encourage any strike, work stoppage, sick-in, sick-out, work slowdown, work to rule, or withholding of services from the City of Manchester or the City Library.

**6.2** The Union agrees that neither it, nor any of its officers or agents, national or local, will call, institute, authorize, participate in, sanction or ratify any such strike, work stoppage, sick-in, sick-out, work slowdown, work to rule, or withholding of services from the City of Manchester on the City Library. In the event of any such activity, neither the City nor the City Library shall be required to negotiate on the merits of the dispute which gave rise to such activity until any and all such activity has ceased.

**6.3** Should any bargaining unit member(s) engage in any activity prohibited in Section 6.1, above, the Union shall forthwith disavow any such activity in writing and shall take all reasonable means to induce such bargaining unit member(s) to terminate such activity forthwith, including but not limited to any and all disciplinary measures which may be taken pursuant to the Union's Constitution and By-laws, or similar governing document.

**6.4** In the event of any activity prohibited under Section 6.1, above, bargaining unit members participating in the same shall be subject to disciplinary action, including immediate termination.

**6.5** The City of Manchester and the City Library will not engage in any lockout.

## **ARTICLE SEVEN**

### Rules and Regulations

The rules and regulations of the Manchester City Library which are now in effect or which may be promulgated or amended by the Library Trustees or the Library Director shall be the prime governing factor in the conduct and actions of all bargaining unit members and every such member shall be thoroughly conversant with them.

## **ARTICLE EIGHT**

### Non-Discrimination

The Board of Mayor and Aldermen, the Library Trustees, the Library Director and his/her designee(s) and the Union agree that there will be no discrimination against bargaining unit members on account of membership or non-membership in the Union.

The Union officers and members agree not to bar bargaining unit members from joining or remaining in the Union, except for non-payment of dues.

The Board of Mayor and Alderman of the City of Manchester, the Library Trustees, the Library Director and his/her designee(s) agree that there shall be no interference, restraint or coercion against any employee because of presenting a grievance, or against any employee who may represent others in the discharge of his/her duties.

## **ARTICLE NINE**

### Hours of Work and Overtime

**9.1** Bargaining unit members shall be assigned to work five (5) days per week, but are allowed the option, with the approval of his/her supervisor, of working six (6) days for the express purpose of making up time in order to reach the forty (40) hour work week.

**9.2** Bargaining unit members shall be paid overtime in accordance with the Fair Labor Standards Act (FLSA).

**9.3** Notwithstanding the other sections of this Article, bargaining unit members may be allowed the option of flexible work hours subject to the written approval of the Library Director or his/her designee. In the event that a less than five (5) day work week is established, bargaining unit members are allowed the option of working less than the five (5) or six (6) day work week while still meeting the forty (40) hours needed.

**9.4** Notwithstanding the other sections of this Article, bargaining unit members may elect to rearrange their schedules by swapping hours with other bargaining unit members subject to the written approval in advance from their immediate supervisor.

Determination of the work schedules shall be made by the Library Director or his/her designee.

**ARTICLE TEN**  
**Sick Leave Accrual and Payment**

**10.1** Effective July 1, 2007 or the date of ratification, whichever comes later, all bargaining unit members shall be entitled to paid sick leave which shall accrue at the rate of one and one-quarter (1 1/4) work days for each completed month of service. Accrual shall include the six (6) month probationary period, but employees will not be allowed to use sick leave until they have satisfactorily completed the probationary period. Unused sick leave may be accumulated up to a maximum of one hundred twenty (120) work days.

**10.2** Bargaining unit members eligible for sick leave with pay may use such sick leave for absence due to their illness or injury; or the illness or injury of a spouse, child or other blood relative or ward residing in the same household when FMLA leave is approved; or for the bargaining unit member's exposure to contagious disease.

Bargaining unit members shall be required to substantiate sick leave in excess of three (3) days with a letter from a qualified physician or any other excuse acceptable to the Library Director or his/her designee(s). In the case of chronic absenteeism or if the Library Director or his/her designee(s) has reason to believe that a bargaining unit member is abusing his/her sick leave, he/she shall give the bargaining unit member a written warning. If the suspected abuse continues, the Library Director or his/her designee(s) may request a doctor's certificate for each period of illness.

If, after a written warning has been issued, there is a substantial improvement in the bargaining unit member's sick leave record for twelve (12) months, the written warning shall be removed from the bargaining unit member's record.

**10.3** When a bargaining unit member terminates his/her employment with the Manchester City Library, all sick leave credits shall be canceled, except in cases of paid retirement, paid duty disability retirement or death. In such cases, accrued sick leave shall be payable to the bargaining unit member or his/her designated beneficiary; provided however, that payment shall not exceed eighty (80) days, plus one quarter (1/4) of the balance of the days accrued over eighty (80) but not more than one hundred twenty (120) days.

Employees hired after July 20, 2004 shall be entitled to payment for accrued sick leave, under the conditions specified above; provided however, that payment shall not exceed sixty (60) days.

**10.4** Bargaining unit members shall also be entitled to the benefits under City Ordinance 33.081 (H), as it may be amended from time to time.

**10.5** Bargaining unit members must use all of their accrued sick leave, any sick leave bank benefits to which they are entitled and all other accrued paid leave before they will be allowed to use unpaid leave for personal illness or injury or exposure to contagious disease.

**10.6 Sick Leave Incentive**

Effective July 1, 2003 or the date of ratification, whichever comes later, bargaining unit members who used forty-eight (48) hours of sick leave or less in the preceding calendar year will qualify for two (2) personal leave days to be scheduled by the Library Director or his/her designee. Personal leave days must be used during the calendar year to which they are credited and shall not accumulate or be carried over to the following year.

#### **10.7 Absence Without Leave**

Any bargaining unit member who is absent from duty shall report the reason therefore to his/her supervisor prior to the date of absence when possible and in no case later than the second day of absence, unless there are extenuating circumstances. All unauthorized and unreported absence shall be considered absence without leave and deduction of pay shall be made for the period of absence. Such absence may be grounds for disciplinary action.

### **ARTICLE TEN (A)**

#### **Sick Leave Bank**

Bargaining unit members shall be eligible to participate in the City's Non-Affiliated Sick Leave Bank under its rules and regulations as they may be amended from time to time. Decisions of the Non-Affiliated Sick Leave Bank Committee shall not be grievable.

### **ARTICLE ELEVEN**

#### **Discipline**

**11.1** All bargaining unit members shall be required to attend any investigatory interviews scheduled by the Library Director or his/her designee. If a bargaining unit member has a reasonable fear that discipline may result from the investigatory interview, he/she shall be entitled to union representation if he/she makes such a request. If a union representative is present at the investigatory interview he/she may not interfere with the investigatory interview. The investigatory interview shall not be unreasonably delayed because of the unavailability of a specific union representative.

**11.2** No bargaining unit member shall be disciplined without just cause. Disciplinary decisions may be grieved under Article 13 of the Agreement; provided however, an arbitrator may not substitute his/her judgment for that of the Library Director or his/her designee in the exercise of rights granted or retained by this agreement.

### **ARTICLE TWELVE**

#### **Union Rights**

**12.1** With the exception of processing grievance matters and negotiating contracts the Union will not be allowed to transact any business on City Library time. The Union steward shall be allowed reasonable amounts of City Library time for the handling of grievances. The City Library shall have no obligation to pay the steward for time spent in grievance matters when he or she is not scheduled for work.

**12.2** The Union shall be allowed to use Library facilities for off-duty meetings concerning matters covered by this Agreement when such facilities are available and such meetings would not conflict with the business of the Library. Requests for use of Library facilities shall be made to the Library Director or his/her designee at least seven (7) days prior to the date of the requested use. The Library Director or his/her designee shall respond to the request within four (4) days.

### **ARTICLE THIRTEEN**

#### **Grievance Procedure**

#### **1. Definitions**

A "grievance" is a claim based upon the interpretation, meaning or application of any of the provisions of this Agreement Only claims based upon the interpretation, meaning or application of any of the provisions of this Agreement shall constitute grievances under this Agreement.

The term "days" when used in this Article shall mean Monday through Saturday excluding holidays or other days when the Manchester City Library is closed.

## **2. Purpose**

The purpose of the procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may, from time to time, arise affecting the welfare or working conditions of any bargaining unit member having a grievance. Both parties agree that the proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure, which shall be handled as provided in this Article.

Nothing herein contained will be construed as limiting the right of any bargaining unit member having a grievance to discuss the matter informally with any appropriate supervisor and to have the grievance adjusted without the intervention of the Union, provided that such adjustment is not inconsistent with the terms of the Agreement. The Union shall have the right to communicate its concerns to the appropriate administrator, relative to any interested party; however, this right shall not extend to being present at any meeting, unless the grievant wants the Union to be there. Any adjustment reached without the presence of a designated representative of the Union shall not be precedential in any way.

## **3. Procedures**

Since it is anticipated that nearly all grievances can be resolved informally at level one, it is important that the complaint be processed as rapidly as possible. The timelines contained herein should be considered maximum. The time limits may be extended by mutual agreement, in writing.

Bargaining unit members shall, notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations until their grievance(s) is resolved.

### **A. Level One-Discussion**

If the grievance is not brought to the attention of a bargaining unit member's Supervisor within twenty (20) days after the grievant knew or should have known of the act or condition upon which the grievance is based, then the grievance shall be considered waived. An aggrieved person shall give a written notice to the Supervisor and a brief explanation of the alleged grievance. Such aggrieved person will informally discuss the complaint with his/her Supervisor either directly or through the Union representative with the object of seeking resolution. The supervisor shall hold a discussion with the grievant and his/her Union representative, if the representative is requested by the grievant. The Supervisor shall give an answer within five (5) days from the date that the grievance is informally received.

### **B. Level Two-Formal Grievance**

If the grievant is not satisfied with the disposition of the grievance at Level One, or if no decision has been rendered within ten (10) days after the informal meeting at Level One, the grievant may file the grievance, in writing, with the Library Director or his/her designee. The grievance and its specifics shall be submitted on the form contained in Appendix A of this Agreement.

Within (10) days of the receipt of the written grievance, the Library Director or his/her designee shall meet with the aggrieved person in an effort to resolve it. The Library Director or his/her designee shall render his/her decision within five (5) days after the meeting.

### **C. Level Three-Pre-Arbitration**

If the grievant is not satisfied with the disposition of the grievance at Level Two or no decision has been rendered within the time frames specified in Level Two, the grievant may refer the matter, in writing, within five (5) days after the decision at Level Two, or twenty-five (25) days after the complaint was referred to Level Two to the City's Chief Negotiator/Contract Administrator, who shall schedule a pre-arbitration meeting within fifteen (15) days after receiving the request.

Representatives of the City Library, the Union, the grievant and the Chief Negotiator/Contract Administrator will attend the pre-arbitration meeting. The purpose of this meeting is to determine if the grievance can be resolved without arbitration. If no satisfactory resolution is reached as a result of the



meeting, the Union may submit a written demand for arbitration, with a copy to the Chief Negotiator/Contract Administrator, to the N.H. Public Employee Labor Relations Board within ten (10) days after the pre-arbitration meeting.

D. Level Four-Arbitration

The Arbitrator shall schedule the arbitration hearing at a time and place mutually agreeable to the parties. The Arbitrator shall have no authority to hold a hearing on more than one grievance at any hearing unless the parties mutually agree to the submission of multiple grievances to one arbitrator.

The Arbitrator shall not have the power to alter, add to, or subtract from the terms of the Agreement. The Arbitrator shall have no authority to render a decision which requires the payment for retroactive wages or adjustments which extend prior to the date when an aggrieved employee knew or should have known of the act or condition upon which the grievance was based, as specified in Section 3A of this Article.

The decision of the arbitrator shall be final and binding.

The cost for the services of the Arbitrator, including reasonable expenses, shall be borne equally by the parties in cases of suspension and termination, only. In all other cases, the expenses of the arbitrator shall be borne by the losing party. It shall be incumbent upon the arbitrator to designate the losing Party. The parties agree that the party who requests a postponement of any arbitration hearing shall be obligated to pay any related postponement costs or fees.

E. Miscellaneous

1. Failure at any level of the grievance procedure of "management" to render a decision within the specified time limits shall permit the grievance to proceed to the next level.
2. Failure of the grievant and/or the Union to abide by the time limits set forth in this article shall result in the grievance being dismissed without further action being taken with respect to such grievance.
3. No reprisals of any kind will be taken by "management" or the Union against any party of interest, any Union representative or any other participant in the grievance - procedure by reason of such participation.
4. The Library Director or his/her designee may initiate a grievance against any bargaining unit member or the Union under the terms of this Article by specifying to the Union, in writing, the specific name (s), date(s), alleged violation(s) or misapplication(s) and the provision(s) of this Agreement involved. Such a grievance shall be commenced at Level Three.

If such a grievance is not filed within forty-five days of the date(s) of the alleged violation(s) or misapplication(s), then the grievance shall be considered waived.

5. The Library Director agrees to allow a Union grievance representative and an aggrieved employee(s) reasonable time, without loss of pay, during regular working hours for the purpose of processing grievances only, provided such time away from work does not interfere with the work of the area(s) involved. Such time will not be withheld unreasonably. The Union grievance representative will obtain prior permission to absent him/herself from work before leaving a work site and shall obtain prior permission of the appropriate supervisor involved before interrupting the work of an aggrieved employee(s). Employees shall not be entitled to vehicle reimbursement if they travel for grievance purposes.

## **ARTICLE FOURTEEN**

### **Salaries**

NOTE: The bargaining unit members' work weeks are specified in Article 9.

**14.1** Effective July 1, 2015, the Salary Schedule shall be increased by zero percent (0%). Yarger-Decker Pay Matrix Step and Longevity Increases to be paid retroactively to July 1, 2015.

**14.2** Bargaining unit members will receive a step increase on their anniversary date of current position. This step increase will be subject to a satisfactory performance evaluation. Evaluation step increases will stop when a bargaining unit member reaches Step 13 on the included Salary Schedule.

**14.3** Outstanding performance evaluation bonus payments will cease, effective on the date of ratification.

**14.4** Bargaining member appeals of their annual performance evaluations will be conducted according to the process agreed to by the Union and the City. See Appendix B.

**14.5** The longevity waiting periods for bargaining unit members shall be 5-10-15-20- 25-30-35-40-45 years of service. An increase of three percent (3.0%) will take effect on the bargaining unit member's anniversary date of employment.

**14.6** Bargaining unit members who are promoted to a higher grade shall be placed on the lowest step of the new grade which will provide a minimum of a ten percent (10.0%) increase in salary.

**14.7** Bargaining unit members who have attained the requirements of the achievement grade (A-Step) associated with their positions will be placed on the corresponding step on the achievement grade.

## **ARTICLE FIFTEEN**

### **Temporary Duty in a Higher Classification**

**15.1** In any case when a bargaining unit member is qualified for and is temporarily required to serve regularly in and accept the responsibility for work in a higher class of position, such bargaining unit member shall receive the entrance rate of that class or one rate step above his/her present rate, whichever is higher, while so assigned, subject to the approval of the Human Resources Director. Such temporary assignment to a higher class of positions, to qualify for the higher rate of pay, shall be regular and continuous in character for at least one work day.

**15.2** A bargaining unit member may be temporarily assigned to the work of any position of the same or lower pay grade without a change in pay.

**ARTICLE SIXTEEN**  
**Medical/Dental Insurance**

**16.1** Effective July 1, 2012, bargaining unit members will have the option to enroll in the Blue Choice New England POS Plan on a voluntary basis in which case the City will pay eighty-seven and one-half percent (87.5%) of the single, two person or family premium or in the Access Blue New England Plan, in which case the City will pay up to eighty-seven and one-half percent (87.5%) of the single, two person or family premium.

Effective July1, 2013,  
the City will pay eighty-five percent (85%) of the premium for the Blue Choice New England POS plan or the Access Blue New England Plan.

**16.2** The following co-pays will apply to both Blue Choice New England POS Plan and the Access Blue New England Plan:

- Office Visit - \$20.00
- Specialist Visit – \$20.00
- Chiropractic - \$20.00
- Emergency Room Visit - \$150.00 (waived if admitted to the hospital for that visit)
- Inpatient care, Outpatient surgery, skilled nursing or rehab facility - \$100/\$200 co-pay (single/2 person or family)
- Prescriptions other than mail order (one month supply) – \$10/\$30/\$50(Generic, Preferred, Premium)
- Mail order prescriptions (three month supply) – \$20/\$60/\$100(Generic, Preferred, Premium)

**16.3** It is agreed by all parties concerned the City reserves and shall have the right to change insurance carriers provided that there is no significant decrease in the overall benefits.

**16.4** Effective as soon as practicable after the date of ratification, bargaining unit members will have the option to enroll in Delta Dental's Plan including coverage A, B & C with a total yearly maximum of \$1,500.00 in which case the City will pay eighty-five percent (85.0%) of the single, two-person or family premium.

**16.5** Effective July 1, 2003 or the date of ratification, whichever comes later, all bargaining unit members shall be required to pay the employee share of the health and dental insurance premiums as specified in this Agreement. The previous practices under which the City/School District paid the entire premium when both the wife and husband were employed by the City or School District shall lapse.

**16.6** Bargaining unit members shall be entitled to full participation in the City's Employee Assistance Program (EAP). The parties agree that if the EAP is terminated by the City, this benefit will lapse.

**16.7** To a bargaining unit member who elects not to receive coverage under any City health insurance plan the City shall pay \$4,000.00 annually in lieu of health insurance coverage. The City shall make said payment in two equal payments of \$2,000.00. The first payment in arrears will be made in January/February and the second payment, in arrears will be made in July/August. Bargaining unit members who encounter a qualifying event so as to make them eligible for enrollment in the City's health insurance plans during either six month period will receive a pro rata amount based on the next

\$2,000.00 payment. Bargaining unit members will be able to enroll in the City health plans notwithstanding a qualifying event in the annual open enrollment period.

**16.8** Bargaining unit members hired on or after ratification who are eligible for Health Insurance the City shall pay 80% of the premium. The Blue Choice New England POS Plan and the Access Blue New England Plan will have increased co-pays \$250/\$500 (single/2 person or family) for inpatient care, outpatient surgery, skilled nursing and rehab facilities.

**16.9** The City may offer a high deductible health insurance plan accompanied by the establishment of a Health Savings account (HSA) for each enrolled bargaining unit member with a present contribution of \$1,500.00 for an individual and \$3,000.00 for a two person or a family plan. The City retains the right to set annual City contribution and shall each year prior to the open enrollment period disclose any changes to high deductible benefit plan and/or its contribution to the HSA or continuation of the HSA in the following fiscal year. Effective July 1, 2012 for bargaining unit members availing themselves of the option the City shall pay 87.5% of the premium.

Effective July 1, 2013 the City shall pay 85% of the premium. Bargaining unit members will be charged on the basis of a single, two person or a family plan irrespective of the single, two person or family plan designation in the plan itself.

## **Article 17**

### Vacations

**17.1** All bargaining unit members shall be entitled to vacation leave with pay in accordance with the following schedule:

- a. Accrual rate for two (2) calendar weeks begins on date of hire.
- b. Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.
- c. Accrual rate for four (4) calendar weeks begins at the beginning of fifteen (15) years of continuous service.
- d. Accrual rate of six (6) calendar weeks begins at the beginning of twenty (20) years of continuous service.

**17.2** Vacation credits shall accrue during the first six (6) working months of employment, but an employee shall not be eligible to use such vacation credits until the successful completion of his/her six (6) month probationary period. If an employee leaves or is terminated for any cause during his/her probationary period, he/she shall not be eligible for payments for any vacation credits. Employees who are initially employed in a full-time temporary status and who are subsequently appointed to a permanent status, without break in service, as determined by the Human Resources Department, shall be allowed credit for the time served in a temporary status towards accrual of vacation benefits.

**17.3** Vacation pay shall be based upon the employee's regular daily rate of pay. Upon termination, permanent employees shall be paid for all unused vacation time, to a maximum of fifty (50) days, based upon their then current rate of pay.

**17.4** Maximum vacation accrual. No employee shall be permitted to accrue in excess of two (2) times his/her annual vacation; i.e. employees who earn ten (10) days of vacation per year shall have not more than twenty (20) days earned vacation to their credit at any one time.

**17.5** Absence on account of sickness, injury or disability in excess of leave authorized in other articles may, at the request of the employee and within the discretion of the Library Director or his/her designee, be charged against earned vacation leave allowance.

**17.6** In the event that a paid legal holiday as prescribed in Article 18 falls during the week and employee is on vacation, such holiday shall not be charged against the vacation time.

The right to take vacation shall not be unreasonably withheld; however, Management shall determine the number of employees allowed to take vacation in any one (1) week. Employees may request to use vacation time in increments of one quarter (1/4) hour or more.

## **ARTICLE EIGHTEEN**

### **Holidays**

**18.1** Permanent full-time employees shall receive their regular compensation for the following named holidays:

New Year's Day	Columbus Day
Martin Luther King Day	Biennial Election Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Fourth of July	Christmas Day
Labor Day	

**18.2** If a holiday falls on a Sunday and is celebrated on the following Monday or if a holiday falls on a Saturday and is celebrated on the previous Friday, all eligible employees will be paid for that day.

**18.3** Any employee shall forfeit his/her right to payment of any holiday if he/she has any unexcused absence on the last day preceding such holiday (or the alternative day under section 2, above) or the next regular work day following such holiday (or such alternative day).

**18.4** Eligible employees who are required to work on a holiday (or the alternate day under section 2, above) when the holiday falls on a scheduled day off shall be allowed to take another day off during the same work week or in the case of employees at the West Side Library shall be allowed a floating holiday, all subject to the operational needs of the library.

## **ARTICLE NINETEEN**

### **Bereavement Leave**

**19.1** Bereavement leave of five (5) working days with pay between the date of death and the date of the funeral, inclusive, shall be granted to bargaining unit members in the event of the death of their spouse, father, mother, sister, brother, child, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandchild, maternal or paternal grandparent (except step-grandparents) or a blood relative or ward residing in the same household.

**19.2** Under extenuating circumstances, two (2) additional days with pay may be granted under section 1, with the written approval of the Library Director or his/her designee, such days to be charged to the bargaining union member's accrued sick leave.

**19.3** At the request of the bargaining unit member, a special leave of one (1) working day with pay, for the purpose of attending the funeral shall be granted the bargaining unit member in the event of the death of his/her, sister-in-law, brother-in-law, aunt, uncle, great grandparents or an ex-spouse provided there are minor children at the time of death.

**19.4** Under no circumstances shall bereavement leave be paid on an overtime basis.

## **ARTICLE TWENTY**

### **Jury Duty/Special Leave**

**20.1** Any bargaining unit member who is called for jury duty shall notify the Library Director or his/her designee within five (5) work days after being summoned to appear for jury duty. Notification to the Library Director or his/her designee must be made in advance of jury duty assignment with the supporting documentation. Upon proper notification, the employee called will be paid the difference between the fee received for jury duty and the amount of straight time earnings lost by reason of the jury duty. Satisfactory evidence of actual jury duty must be submitted to the Library Director or his/her designee.

Bargaining unit members who are excused from jury duty for a day or days shall be responsible to report to their assignment. Employees, serving as jurors in the courts of Rockingham, Merrimack or Hillsborough Counties shall, if there are more than two (2) hours remaining in the normal work day, be responsible to report to their work site as soon as possible after being released. Failure to report will disqualify the employee from the City's Jury Duty Leave payment. In this case, the employee will retain the daily stipend paid by the Court in which the employee serves as a juror.

## **20.2 LEAVES OF ABSENCE**

- A. In addition to other leaves authorized by this Agreement, the Library Director or his/her designee, with the approval of the mayor, may authorize an employee to be absent without pay for personal reasons for a period or periods not to exceed ten (10) work days in a calendar year.
- B. The Board of Mayor and Aldermen may authorize special leaves of absence with or without pay for any period or periods not exceed one calendar year for the following purposes: Attendance at college, university or business school for the purpose of training in subjects relating to the work of the employee and which will benefit the employee and the Library Department, urgent personal business requiring the employee's attention for an extended period, such as settling

estates, liquidation of business, attending court as a witness, and for purposes other than the above that are deemed beneficial to the city service.

**C. MILITARY LEAVE**

Military leave shall be governed by applicable State and Federal law.

**D. MATERNITY LEAVE**

Maternity leave shall be governed by applicable law.

- E.** The City shall grant a yearly leave of one (1) day with pay to attend a Union Conference for the designated Union Steward. The Union will request the union leave at least two (2) weeks in advance.

**ARTICLE TWENTY-ONE**

**Education Incentive Reimbursement**

**21.1** Effective July 1, 2003 or the date of ratification, whichever comes later, the following education incentive reimbursement provisions will apply to bargaining unit members.

**21.2** The City agrees to provide reimbursement to bargaining unit members who complete approved courses relating to their current responsibilities or as part of an approved career development program based upon the following standards: Payment of seventy-five percent (75%) of the cost of such courses but not to exceed \$2,000.00 per employee per fiscal year. Such payments will be made from the non-affiliated employee fund and they will cease when the fund is exhausted.

**21.3** All courses must be approved in advance by the Library Director or his/her designee, as meeting the requirement that the course is related to the bargaining unit members job or is part of a career development program. Approval must be obtained through the Human Resources Department for payment of the course, under its procedures.

**21.4** Once a course has been approved, an advance will be made to the bargaining unit member of one-half (1/2) of the authorized seventy-five percent (75%) of the cost of the course tuition and books. The remainder of the reimbursement will be paid to the bargaining unit member upon presentation of a certification of the satisfactory completion of the course.

**21.5** Approval for courses will be considered on the basis of relevancy of the course, the number of bargaining unit members applying and the funds available.

**21.6** If a course is paid for in whole or in part through a State or Federal program then the City will not reimburse for such amount, it being the intent of these-provisions to preclude double payment for any course.

**ARTICLE TWENTY-TWO**

**Layoffs**

**22.1** In the event of a layoff, the Manchester City Library reserves the sole right to determine which classification(s) shall be affected. Employees shall be laid off in the inverse order of their classification seniority, i.e., the employee with the least time in the affected classification shall be laid off first.

No employee who is laid off shall have the right to replace (bump) another employee with less departmental seniority or for any other reason.

**22.2** In the event of a layoff, the Manchester City Library shall give written notice to the employee(s) affected at least fourteen (14) calendar days prior to the effective date of the layoff.

In layoffs associated with the contracting or subcontracting of work, the City and/or Department will provide as much advance notice of the impending layoff as is reasonably possible.

### **ARTICLE TWENTY-THREE**

#### **Dues Deduction**

**23.1** Effective on July 1, 2003 or the date of ratification, whichever comes later, the City agrees to authorize the deduction of Union dues from each bargaining unit member who has signed an authorization card and to remit same to Teamsters Local No. 633 of New Hampshire on a monthly basis, on or before the twentieth (20<sup>th</sup>) day of the month.

**23.2** If any bargaining unit member has no check coming to him/her, or if his/her check is not large enough to satisfy the dues then no deduction will be made. In no event will the City be required to deduct fines or assessments beyond the regular monthly dues.

**23.3** The City and the Manchester City Library and all of their employees and agents shall be held harmless in any dispute whatsoever arising between the Union and the bargaining unit member(s) regarding the payment of Union dues.

**23.4** The City will notify Teamsters Local 633 of New Hampshire in writing within ten (10) working days of the cancellation of Union dues deductions by a bargaining unit member who had previously signed an authorization card.

**23.5** The City agrees to a D.R.I.V.E. check-off for bargaining unit members. Upon written authorization by the employee, the City shall deduct the amount specified by the employee on a weekly basis and shall remit same to the Granite State Teamsters' D.R.I.V.E. account. The employee shall provide written authorization in the form required by law.

### **ARTICLE TWENTY-FOUR**

#### **Life Insurance**

**24.1** Effective July 1, 2003 or the date of ratification, whichever comes later, the City will provide for a Life Insurance fund to provide for the payment of a death benefit of an amount equal to the bargaining unit member's last yearly base pay, but not to exceed \$50,000.00 to the named beneficiary or estate of any member of the bargaining unit who dies from any cause while employed by the City or within sixty (60) calendar days after resignation for health reasons.

**24.2** The City reserves the right to contract with a qualified insurance carrier of its choosing to provide the benefits specified above.



## **ARTICLE TWENTY-FIVE**

### **"Me Too Clauses"**

#### **Health Benefits and Salary increases**

**25.1** Should, subsequent to July 1, 2015, any other bargaining unit within the City of Manchester, New Hampshire negotiate health care benefits set forth in Article 16 paragraph 1, Article 16 paragraph 2, Article 16 paragraph 3, Article 16 paragraph 7, Article 16 paragraph 8, Article 16 paragraph 9 of this agreement which are more favorable than the Healthcare benefits contained in Article 16 paragraph 1, Article 16 paragraph 2, Article 16 paragraph 3, Article 16 paragraph 7, Article 16 paragraph 8, Article 16 paragraph 9 the Teamsters Union Local 633 of NH (Library) shall be entitled to receive the more favorable benefits.

**25.2** Should, subsequent to July 1, 2015, any other bargaining unit within the City of Manchester, New Hampshire negotiate wage rate increases for the years set forth in Amended Article Fourteen (14) of this agreement which are more favorable than the Salary Schedule increases contained in Amended Article Fourteen (14) of this agreement the Teamsters Union Local 633 of NH (Library) shall be entitled to receive the more favorable Salary Schedule increases for those years.

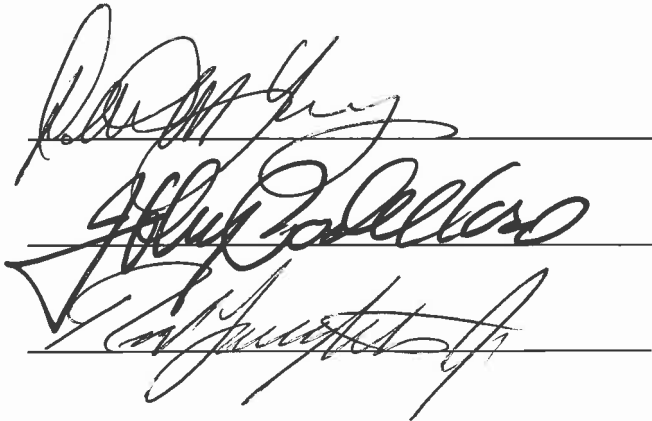
## ARTICLE TWENTY-SIX

### Duration

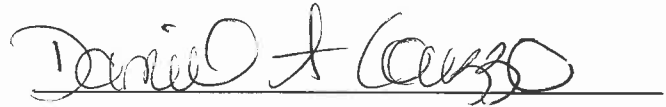
Upon ratification by the respective parties, this Agreement shall be in effect, with effective dates for specific provisions as stated in the various Articles, from July 1, 2015 through June 30, 2016, at which time it will automatically expire.

Pursuant to RSA 273-A:3, II (a), if either party desires to bargain a successor agreement, they must give written notice to the other party no later than \_\_\_\_\_ or the anniversary date thereof, such date being one hundred twenty (120) days prior to the budget submission date.

**For Teamsters Local No. 633 of NH**

  
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**For City of Manchester NH**

  
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\_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**APPENDIX A**

**Grievance Form**

GRIEVANT:

CLASSIFICATION:

WORK LOCATION:

SUPERVISOR TITLE:

STATEMENT OF GRIEVANCE:

STATE ALLEGED VIOLATION; DATE, TIME, PERSONNEL INVOLVED.

CONTRACT ARTICLES/SECTIONS VIOLATED

STATE REMEDY REQUESTED

GRIEVANT'S SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

I AUTHORIZE THE TEAMSTERS LOCAL NO. 633 OF NH TO ACT AS MY REPRESENTATIVE IN THE DISPOSITION OF THE GRIEVANCE.

DATE

GRIEVANT'S SIGNATURE \_\_\_\_\_

DATE PRESENTED TO MANAGEMENT REPRESENTATIVE

MANAGEMENT REPRESENTATIVE'S SIGNATURE \_\_\_\_\_

DISPOSITION OF GRIEVANCE:

CC:

**APPENDIX B**  
**Employee Development Appeals Process**

Only employees who are denied a merit step increase on their anniversary date of position due to a sub-standard performance evaluation may file an appeal. All appeals shall be initially filed with the employee's department head. Any employees receiving a satisfactory performance evaluation shall not have the right to appeal or grieve their evaluation, their pay step or the supervisor's comments. In the event that there is a disagreement between the employee and his/her supervisor over the EDP goals, the employee, after discussing the disagreement with the Department Head or his/her designee may with the concurrence of the Union, file a grievance.

If the department head rules in the employee's favor, the employee shall receive his/her merit step as of their anniversary date of position. If the department head rules against the employee, the employee shall have the right to appeal the decision to the citywide appeals committee.

Employees will have thirty (30) days from the date of denial by their department head to file an appeal with the Human Resources Director or their right to appeal shall be forfeited.

An appeals committee shall be comprised of the following representatives:

- Two union representatives appointed by the unions (with two alternates).
- One department head (with one alternate).
- One non-affiliated (with one alternate).
- An independent neutral party to act as tie breaker. This person to be selected through agreement between the City and the unions. If no decision can be reached, the neutral shall be appointed by the P.E.L.R.B. Any costs associated with the neutral party hearing appeals shall be borne half by the City and half proportionally split amongst the unions whose members are appealing. The unions shall not be responsible for any costs incurred in appeal hearings from non-affiliated employees.
- The Human Resources Director as non-voting chairman to provide staff resources. Members cannot sit in on appeals where the appellant is a member of the same department or union.

Terms of the members on this committee shall be staggered with two (2) year terms and members cannot serve more than two consecutive terms. Members must take at least one year off after serving two terms before being allowed to serve on the committee again. Alternates shall have no term limitations.

Unless agreed to by the appellant and the Human Resources Director the committee shall have sixty (60) days from receipt of the appeal to conduct a hearing on the matter.

The committee shall have thirty (30) days to render a decision on the matter.

A majority vote shall rule and all decisions are final, binding and non-grieveable. A decision favorable to the employee means the employee shall receive their merit step effective (including retro-active pay) to their date of position. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

The provisions of this Article shall expire on the last day of this Agreement, provided that any employee denied a merit pay increase during the duration of this agreement shall be entitled to an appeal under this Article.

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 1 Ex	14,464.47	14,898.43	15,345.35	15,805.73	16,279.91	16,768.30	17,271.36	17,789.49	18,323.17	18,872.86	19,439.07	20,022.25	20,622.91	21,241.58	21,878.83
H	7.03	7.23	7.45	7.69	7.91	8.13	8.39	8.64	8.90	9.17	9.44	9.73	10.03	10.32	10.63
O	10.545	10.845	11.175	11.535	11.865	12.195	12.585	12.960	13.350	13.755	14.160	14.595	15.045	15.480	15.945
GRADE 1A Ex	14,970.74	15,419.87	15,882.43	16,358.94	16,849.69	17,355.17	17,875.86	18,412.13	18,984.50	19,533.42	20,119.43	20,723.02	21,344.69	21,985.03	22,644.58
H	7.20	7.41	7.64	7.87	8.11	8.34	8.60	8.87	9.11	9.38	9.67	9.98	10.26	10.58	10.89
O	10.800	11.115	11.460	11.805	12.165	12.510	12.900	13.305	13.665	14.070	14.505	14.970	15.390	15.870	16.335
GRADE 2 Ex	15,476.99	15,941.29	16,419.56	16,912.14	17,419.51	17,942.10	18,480.32	19,034.73	19,605.80	20,193.96	20,799.79	21,423.78	22,066.50	22,728.49	23,410.35
H	7.42	7.68	7.89	8.13	8.38	8.63	8.91	9.17	9.44	9.73	10.03	10.32	10.63	10.94	11.27
O	11.130	11.520	11.835	12.195	12.570	12.945	13.365	13.755	14.160	14.595	15.045	15.480	15.945	16.410	16.905
GRADE 2A Ex	16,018.69	16,499.26	16,994.23	17,504.05	18,029.18	18,570.03	19,127.14	19,700.97	20,292.01	20,900.74	21,527.78	22,173.62	22,838.84	23,523.98	24,229.71
H	7.73	7.94	8.18	8.42	8.68	8.94	9.20	9.47	9.76	10.06	10.35	10.68	10.99	11.31	11.64
O	11.595	11.910	12.270	12.630	13.020	13.410	13.800	14.205	14.640	15.090	15.525	16.020	16.485	16.965	17.460
GRADE 3 Ex	16,560.38	17,057.18	17,568.92	18,096.00	18,638.85	19,198.02	19,773.97	20,367.20	20,978.23	21,607.55	22,255.79	22,923.44	23,611.15	24,319.48	25,049.09
H	7.97	8.20	8.45	8.72	8.97	9.24	9.50	9.80	10.10	10.38	10.72	11.04	11.36	11.68	12.04
O	11.955	12.300	12.675	13.080	13.455	13.860	14.250	14.700	15.150	15.570	16.080	16.560	17.040	17.520	18.060
GRADE 3A Ex	17,139.99	17,654.19	18,183.84	18,729.35	19,291.24	19,869.94	20,466.05	21,080.03	21,712.45	22,363.82	23,034.74	23,725.78	24,437.54	25,170.65	25,925.78
H	8.23	8.48	8.75	9.01	9.28	9.55	9.86	10.15	10.43	10.77	11.09	11.42	11.78	12.12	12.47
O	12.345	12.720	13.125	13.515	13.920	14.325	14.790	15.225	15.645	16.155	16.635	17.130	17.670	18.180	18.705
GRADE 4 Ex	17,719.60	18,251.21	18,798.73	19,362.69	19,943.57	20,541.87	21,158.16	21,792.87	22,446.67	23,120.08	23,813.68	24,528.08	25,263.94	26,021.85	26,802.49
H	8.53	8.81	9.05	9.33	9.60	9.90	10.19	10.47	10.81	11.15	11.46	11.83	12.17	12.52	12.91
O	12.795	13.215	13.575	13.995	14.400	14.850	15.285	15.705	16.215	16.725	17.190	17.745	18.255	18.780	19.365
GRADE 4A Ex	18,339.81	18,889.98	19,456.70	20,040.41	20,641.62	21,260.86	21,898.68	22,555.62	23,232.32	23,929.27	24,647.13	25,386.56	26,148.17	26,932.64	27,740.61
H	8.82	9.09	9.36	9.63	9.95	10.22	10.54	10.85	11.19	11.52	11.87	12.23	12.57	12.97	13.34
O	13.230	13.635	14.040	14.445	14.925	15.330	15.810	16.275	16.785	17.280	17.805	18.345	18.855	19.455	20.010
GRADE 5 Ex	18,959.98	19,528.76	20,114.66	20,718.09	21,339.62	21,979.83	22,639.21	23,318.41	24,017.95	24,738.47	25,480.63	26,245.05	27,032.42	27,843.39	28,678.68
H	9.13	9.39	9.67	9.98	10.26	10.58	10.89	11.22	11.55	11.90	12.26	12.61	13.01	13.38	13.80
O	13.695	14.085	14.505	14.970	15.390	15.870	16.335	16.830	17.325	17.850	18.390	18.915	19.515	20.070	20.700
GRADE 5A Ex	19,623.58	20,212.28	20,818.65	21,443.23	22,086.51	22,749.11	23,431.60	24,134.54	24,858.57	25,604.33	26,372.47	27,163.62	27,978.54	28,817.91	29,682.44
H	9.43	9.74	10.04	10.33	10.65	10.97	11.29	11.62	11.98	12.35	12.71	13.09	13.48	13.89	14.30
O	14.145	14.610	15.060	15.495	15.975	16.455	16.935	17.430	17.970	18.525	19.065	19.635	20.220	20.835	21.450
GRADE 6 Ex	20,287.17	20,895.79	21,522.67	22,168.35	22,833.39	23,518.41	24,223.98	24,950.70	25,699.20	26,470.19	27,264.28	28,082.22	28,924.66	29,792.40	30,686.19
H	9.77	10.08	10.36	10.69	11.00	11.32	11.65	12.01	12.38	12.74	13.12	13.53	13.92	14.33	14.80
O	14.655	15.120	15.540	16.035	16.500	16.980	17.475	18.015	18.570	19.110	19.680	20.295	20.880	21.495	22.200
GRADE 6A Ex	20,997.24	21,627.16	22,275.96	22,944.24	23,632.59	24,341.55	25,071.81	25,823.95	26,598.65	27,396.63	28,218.55	29,065.08	29,937.04	30,835.17	31,760.21
H	10.10	10.39	10.73	11.05	11.38	11.72	12.07	12.43	12.81	13.18	13.59	13.98	14.40	14.86	15.29
O	15.150	15.585	16.095	16.575	17.070	17.580	18.105	18.645	19.215	19.770	20.385	20.970	21.600	22.290	22.935
GRADE 7 Ex	21,707.29	22,358.51	23,029.27	23,720.15	24,431.74	25,164.34	25,919.64	26,697.21	27,498.14	28,323.09	29,172.78	30,047.96	30,949.39	31,877.89	32,834.22
H	10.42	10.76	11.09	11.42	11.77	12.12	12.47	12.85	13.22	13.65	14.05	14.47	14.91	15.34	15.80
O	15.630	16.140	16.635	17.130	17.655	18.180	18.705	19.275	19.830	20.475	21.075	21.705	22.365	23.010	23.700
GRADE 7A Ex	22,467.05	23,141.07	23,835.29	24,550.34	25,286.85	26,045.44	26,826.84	27,631.62	28,460.58	29,314.39	30,193.83	31,099.67	32,032.63	32,993.62	33,983.41
H	10.80	11.15	11.46	11.83	12.18	12.53	12.93	13.30	13.70	14.12	14.53	14.97	15.40	15.87	16.35
O	16.200	16.725	17.190	17.745	18.270	18.795	19.395	19.950	20.550	21.180	21.795	22.455	23.100	23.805	24.525
GRADE 8 Ex	23,226.81	23,923.60	24,641.32	25,380.55	26,141.98	26,926.24	27,734.01	28,566.04	29,423.02	30,305.72	31,214.86	32,151.35	33,115.85	34,109.34	35,132.62
H	11.18	11.51	11.86	12.22	12.56	12.96	13.34	13.74	14.16	14.58	15.03	15.45	15.95	16.41	16.91

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
O	16,770	17,265	17,790	18,330	18,840	19,440	20,010	20,610	21,240	21,870	22,545	23,175	23,925	24,615	25,365
GRADE 8A Ex (6FA) H	24,039.72	24,760.94	25,503.75	26,268.87	27,056.94	27,868.66	28,704.69	29,565.85	30,452.82	31,366.40	32,307.41	33,276.62	34,274.95	35,303.18	36,362.26
O	17,310	17,835	18,390	18,915	19,530	20,085	20,715	21,330	21,975	22,635	23,295	24,030	24,720	25,515	26,250
GRADE 9 Ex (6G0) H	24,852.69	25,598.28	26,366.22	27,157.19	27,971.92	28,811.05	29,675.39	30,565.65	31,482.63	32,427.11	33,399.91	34,401.92	35,433.97	36,496.99	37,591.91
O	17,925	18,510	19,050	19,620	20,205	20,820	21,435	22,095	22,770	23,460	24,165	24,870	25,635	26,370	27,195
GRADE 9A Ex (6GA) H	25,722.54	26,494.19	27,289.03	28,107.68	28,950.92	29,819.44	30,714.06	31,635.46	32,584.51	33,562.06	34,568.91	35,605.99	36,674.18	37,774.35	38,907.63
O	18,570	19,110	19,680	20,295	20,880	21,495	22,200	22,845	23,550	24,225	24,945	25,725	26,445	27,270	28,095
GRADE 10 Ex (6H0) H	26,592.35	27,390.15	28,211.83	29,058.22	29,929.93	30,827.86	31,752.67	32,705.27	33,686.43	34,696.99	35,737.92	36,810.07	37,914.34	39,051.77	40,223.36
O	19,185	19,725	20,340	20,940	21,555	22,260	22,920	23,625	24,300	25,020	25,785	26,520	27,360	28,170	29,025
GRADE 10A Ex (6HA) H	27,523.10	28,348.79	29,199.25	30,075.24	30,977.49	31,906.81	32,864.01	33,849.96	34,865.44	35,911.40	36,988.76	38,098.40	39,241.35	40,418.57	41,631.14
O	20,550	21,150	21,780	22,440	23,085	23,805	24,525	25,260	26,015	26,805	27,585	28,425	29,280	30,150	31,020
GRADE 11 Ex (6I0) H	28,453.82	29,307.43	30,186.67	31,092.26	32,025.04	32,985.79	33,975.38	34,994.61	36,044.44	37,125.77	38,239.57	39,386.78	40,568.35	41,785.42	43,038.97
O	21,255	21,885	22,560	23,205	23,955	24,645	25,425	26,175	26,970	27,750	28,590	29,445	30,330	31,245	32,175
GRADE 11A Ex (6IA) H	29,449.69	30,333.22	31,243.19	32,180.49	33,145.92	34,140.28	35,164.50	36,219.43	37,305.99	38,425.21	39,577.94	40,765.29	41,988.24	43,247.89	44,545.32
O	22,725	23,400	24,120	24,840	25,605	26,340	27,150	27,975	28,815	29,670	30,585	31,485	32,415	33,390	34,380
GRADE 12 Ex (6J0) H	30,445.60	31,358.93	32,299.71	33,268.70	34,266.80	35,294.78	36,353.63	37,444.21	38,567.57	39,724.61	40,916.32	42,143.82	43,408.14	44,710.37	46,051.69
O	23,535	24,210	24,915	25,710	26,430	27,255	28,080	28,935	29,760	30,690	31,590	32,550	33,510	34,545	35,610
GRADE 12A Ex (6JA) H	31,511.18	32,456.56	33,430.25	34,433.12	35,466.09	36,530.10	37,625.99	38,754.77	39,917.41	41,114.96	42,348.43	43,618.85	44,927.44	46,275.23	47,663.49
O	25,035	25,890	26,700	27,480	28,275	29,130	30,045	30,900	31,860	32,805	33,810	34,830	35,880	36,930	38,055
GRADE 13 Ex (6K0) H	32,576.77	33,554.11	34,560.73	35,597.52	36,665.45	37,765.43	38,898.38	40,065.33	41,267.28	42,505.32	43,780.51	45,093.87	46,446.74	47,840.10	49,275.31
O	23,300	24,300	25,315	26,345	27,390	28,200	29,055	29,925	30,810	31,755	32,700	33,660	34,695	35,760	36,825
GRADE 13A Ex (6KA) H	33,716.98	34,728.48	35,770.36	36,843.45	37,948.75	39,087.22	40,259.82	41,467.63	42,711.65	43,993.00	45,312.78	46,672.21	48,072.33	49,514.52	50,999.95
O	25,110	25,890	26,700	27,480	28,275	29,130	30,045	30,900	31,860	32,805	33,810	34,830	35,880	36,930	38,055
GRADE 14 Ex (6L0) H	34,857.18	35,902.89	36,979.97	38,089.36	39,232.04	40,409.00	41,621.28	42,869.93	44,156.02	45,480.70	46,845.08	48,250.47	49,697.99	51,188.92	52,724.59
O	26,910	27,690	28,530	29,415	30,300	31,215	32,145	33,090	34,095	35,115	36,165	37,230	38,355	39,525	40,725
GRADE 14A Ex (6LA) H	36,077.17	37,159.48	38,274.26	39,422.48	40,605.17	41,823.29	43,078.03	44,370.38	45,701.48	47,072.52	48,484.69	49,939.23	51,437.38	52,980.55	54,569.96
O	25,980	26,820	27,600	28,440	29,295	30,180	31,080	31,995	32,970	33,960	34,980	36,030	37,080	38,205	39,390
GRADE 15 Ex (6M0) H	37,297.16	38,416.09	39,568.57	40,755.63	41,978.29	43,237.65	44,534.77	45,870.83	47,246.94	48,664.35	50,124.27	51,628.00	53,176.82	54,772.15	56,415.29
O	26,910	27,690	28,530	29,415	30,300	31,215	32,145	33,090	34,095	35,115	36,165	37,230	38,355	39,525	40,725
GRADE 15A Ex	38,602.56	39,760.64	40,953.45	42,182.07	43,447.52	44,750.95	46,093.49	47,476.30	48,900.58	50,367.59	51,878.62	53,434.98	55,038.02	56,689.17	58,389.83

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
(6MA) H	18.57	19.12	19.70	20.30	20.93	21.55	22.19	22.85	23.51	24.23	24.97	25.70	26.48	27.28	28.10
O	27.855	28.680	29.550	30.450	31.395	32.325	33.285	34.275	35.265	36.345	37.455	38.550	39.720	40.920	42.150
GRADE 16 Ex	39,907.98	41,105.20	42,338.36	43,608.49	44,916.77	46,264.26	47,652.19	49,081.77	50,554.21	52,070.85	53,632.97	55,241.95	56,899.21	58,606.17	60,364.38
(6N0) H	19.20	19.77	20.39	20.99	21.61	22.26	22.92	23.59	24.33	25.07	25.81	26.58	27.38	28.18	29.02
O	28.800	29.655	30.585	31.485	32.415	33.390	34.380	35.385	36.495	37.605	38.715	39.870	41.070	42.270	43.530
GRADE 16A Ex	41,304.75	42,543.89	43,820.20	45,134.84	46,488.85	47,883.51	49,320.04	50,799.62	52,323.63	53,893.32	55,510.13	57,175.41	58,890.68	60,657.39	62,477.12
(6NA) H	19.84	20.46	21.06	21.70	22.36	23.05	23.76	24.45	25.19	25.92	26.72	27.53	28.36	29.21	30.08
O	29.760	30.690	31.590	32.550	33.540	34.575	35.640	36.675	37.785	38.880	40.080	41.295	42.540	43.815	45.120
GRADE 17 Ex	42,701.53	43,982.58	45,302.05	46,661.11	48,060.94	49,502.78	50,987.84	52,517.51	54,093.00	55,715.79	57,387.26	59,108.89	60,882.15	62,708.62	64,589.87
(6O0) H	20.53	21.16	21.79	22.43	23.12	23.83	24.53	25.26	26.03	26.81	27.59	28.42	29.27	30.16	31.06
O	30.795	31.740	32.685	33.645	34.680	35.745	36.795	37.890	39.045	40.215	41.385	42.630	43.905	45.240	46.590
GRADE 17A Ex	44,196.10	45,521.95	46,887.62	48,294.25	49,743.06	51,235.36	52,772.43	54,355.59	55,986.27	57,665.87	59,395.82	61,177.69	63,013.02	64,903.43	66,850.52
(6OA) H	21.25	21.88	22.55	23.23	23.93	24.63	25.37	26.15	26.91	27.71	28.58	29.42	30.30	31.24	32.17
O	31.875	32.820	33.825	34.845	35.895	36.945	38.055	39.225	40.365	41.565	42.870	44.130	45.450	46.860	48.255
GRADE 18 Ex	45,690.62	47,061.34	48,473.18	49,927.39	51,425.21	52,967.97	54,557.01	56,193.71	57,879.52	59,615.90	61,404.37	63,246.51	65,143.89	67,098.22	69,111.15
(6P0) H	21.97	22.63	23.30	24.00	24.71	25.46	26.25	27.02	27.85	28.70	29.56	30.45	31.35	32.30	33.28
O	32.955	33.945	34.950	36.000	37.065	38.190	39.375	40.530	41.775	43.050	44.340	45.675	47.025	48.450	49.920
GRADE 18A Ex	47,289.81	48,708.48	50,169.75	51,674.86	53,225.07	54,821.84	56,466.48	58,160.50	59,905.32	61,702.46	63,553.54	65,460.14	67,423.94	69,446.67	71,530.07
(6PA) H	22.74	23.42	24.12	24.84	25.59	26.37	27.16	27.98	28.81	29.66	30.55	31.45	32.44	33.40	34.38
O	34.110	35.130	36.180	37.260	38.385	39.555	40.740	41.970	43.215	44.490	45.825	47.175	48.660	50.100	51.570
GRADE 19 Ex	48,888.98	50,355.65	51,866.31	53,422.30	55,024.97	56,675.74	58,376.00	60,127.28	61,931.10	63,789.00	65,702.69	67,673.78	69,703.99	71,795.09	73,948.97
(6Q0) H	23.50	24.21	24.95	25.68	26.45	27.27	28.09	28.91	29.80	30.67	31.62	32.55	33.53	34.55	35.56
O	35.250	36.315	37.425	38.520	39.675	40.905	42.135	43.365	44.700	46.005	47.430	48.825	50.295	51.825	53.340
GRADE 19A Ex	50,600.08	52,118.09	53,681.62	55,292.08	56,950.85	58,659.39	60,419.13	62,231.75	64,098.68	66,021.63	68,002.28	70,042.36	72,143.62	74,307.92	76,537.16
(6QA) H	24.35	25.10	25.83	26.60	27.41	28.21	29.05	29.94	30.85	31.77	32.70	33.69	34.71	35.76	36.82
O	36.525	37.650	38.745	39.900	41.115	42.315	43.575	44.910	46.275	47.655	49.050	50.535	52.065	53.640	55.230
GRADE 20 Ex	52,311.19	53,880.50	55,496.92	57,161.87	58,876.72	60,643.02	62,462.32	64,336.19	66,266.26	68,254.24	70,301.88	72,410.92	74,583.27	76,820.77	79,125.38
(6R0) H	25.16	25.89	26.68	27.51	28.34	29.19	30.05	30.97	31.88	32.85	33.82	34.82	35.89	36.97	38.08
O	37.740	38.835	40.020	41.265	42.510	43.785	45.075	46.455	47.820	49.275	50.730	52.230	53.835	55.455	57.120
GRADE 20A Ex	54,142.09	55,766.35	57,439.36	59,162.54	60,937.41	62,765.53	64,648.47	66,587.93	68,585.58	70,643.13	72,762.45	74,945.32	77,193.65	79,509.48	81,894.76
(6RA) H	26.06	26.84	27.62	28.45	29.30	30.19	31.10	32.04	33.01	33.98	35.00	36.05	37.13	38.24	39.41
O	39.090	40.260	41.430	42.675	43.950	45.285	46.650	48.060	49.515	50.970	52.500	54.075	55.695	57.360	59.115
GRADE 21 Ex	55,972.97	57,652.15	59,381.74	61,163.20	62,998.07	64,888.04	66,834.66	68,839.69	70,904.89	73,032.04	75,223.02	77,479.69	79,804.11	82,198.21	84,664.15
(6S0) H	26.90	27.71	28.57	29.41	30.29	31.23	32.16	33.11	34.12	35.12	36.16	37.26	38.39	39.54	40.71
O	40.350	41.565	42.855	44.115	45.435	46.845	48.240	49.665	51.180	52.680	54.240	55.890	57.585	59.310	61.065
GRADE 21A Ex	57,932.03	59,670.00	61,460.11	63,303.90	65,203.01	67,159.11	69,173.86	71,249.11	73,386.57	75,588.18	77,855.81	80,191.50	82,597.21	85,075.15	87,627.39
(6SA) H	27.87	28.72	29.58	30.47	31.37	32.33	33.30	34.29	35.33	36.39	37.47	38.59	39.75	40.95	42.17
O	41.805	43.080	44.370	45.705	47.055	48.495	49.950	51.435	52.995	54.585	56.205	57.885	59.625	61.425	63.255
GRADE 22 Ex	59,891.09	61,687.80	63,538.43	65,444.62	67,407.95	69,430.21	71,513.09	73,658.48	75,868.23	78,144.29	80,488.61	82,903.28	85,390.36	87,952.06	90,590.66
(6T0) H	28.80	29.65	30.54	31.44	32.43	33.39	34.37	35.43	36.48	37.60	38.71	39.87	41.08	42.30	43.59
O	43.200	44.475	45.810	47.160	48.645	50.085	51.555	53.145	54.720	56.400	58.065	59.805	61.620	63.450	65.385
GRADE 22A Ex	61,987.28	63,846.90	65,762.32	67,735.16	69,767.23	71,860.25	74,016.07	76,236.51	78,523.63	80,879.34	83,305.73	85,804.90	88,379.04	91,030.43	93,761.33
(6TA) H	29.82	30.69	31.64	32.57	33.55	34.59	35.58	36.67	37.75	38.90	40.05	41.25	42.51	43.77	45.09
O	44.730	46.035	47.460	48.855	50.325	51.885	53.370	55.005	56.625	58.350	60.075	61.875	63.765	65.655	67.635

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 23 Ex (6U0) H O	64,083.46 30.78 46.170	66,005.96 31.75 47.625	67,986.17 32.68 49.020	70,025.71 33.67 50.505	72,126.52 34.69 52.035	74,290.28 35.73 53.595	76,519.00 36.80 55.200	78,814.59 37.89 56.835	81,179.01 39.04 58.560	83,614.40 40.20 60.300	86,122.82 41.41 62.115	88,706.50 42.64 63.960	91,367.69 43.95 65.925	94,108.72 45.24 67.860	96,931.98 46.61 69.915
GRADE 23A Ex (6UA) H O	66,326.38 31.88 47.820	68,316.19 32.85 49.275	70,365.66 33.82 50.730	72,476.63 34.83 52.245	74,650.93 35.91 53.865	76,890.48 36.98 55.470	79,197.17 38.09 57.135	81,573.08 39.23 58.845	84,020.29 40.41 60.615	86,540.89 41.60 62.400	89,137.12 42.85 64.275	91,811.22 44.15 66.225	94,565.55 45.48 68.220	97,402.53 46.84 70.260	100,324.62 48.24 72.360
GRADE 24 Ex (6V0) H O	68,569.30 32.97 49.455	70,626.38 33.95 50.925	72,745.20 34.98 52.470	74,927.55 36.02 54.030	77,175.36 37.11 55.665	79,490.63 38.22 57.330	81,875.32 39.37 59.055	84,331.60 40.56 60.840	86,861.56 41.77 62.655	89,467.42 43.01 64.515	92,151.41 44.30 66.450	94,915.95 45.66 68.490	97,763.44 47.02 70.530	100,696.34 48.43 72.645	103,717.23 49.87 74.805
GRADE 24A Ex (6VA) H O	70,969.25 34.13 51.195	73,098.33 35.14 52.710	75,291.27 36.18 54.270	77,550.00 37.28 55.920	79,876.51 38.41 57.615	82,272.79 39.56 59.340	84,740.98 40.73 61.095	87,283.19 41.96 62.940	89,901.70 43.23 64.845	92,598.74 44.53 66.795	95,376.69 45.86 68.790	98,238.02 47.23 70.845	101,185.15 48.64 72.960	104,220.71 50.11 75.165	107,347.35 51.61 77.415
GRADE 25 Ex (6W0) H O	73,369.17 35.28 52.920	75,570.23 36.34 54.510	77,837.34 37.41 56.115	80,172.46 38.55 57.825	82,577.64 39.70 59.550	85,055.00 40.89 61.335	87,606.61 42.14 63.210	90,234.80 43.40 65.100	92,941.89 44.69 67.035	95,730.11 46.03 69.045	98,602.02 47.41 71.115	101,560.09 48.82 73.230	104,606.89 50.29 75.435	107,745.08 51.81 77.715	110,977.43 53.36 80.040
GRADE 25A Ex (6WA) H O	75,937.09 36.51 54.765	78,215.21 37.62 56.430	80,561.62 38.74 58.110	82,978.51 39.90 59.850	85,467.87 41.10 61.650	88,031.87 42.34 63.510	90,672.85 43.61 65.415	93,393.03 44.91 67.365	96,194.84 46.27 69.405	99,080.68 47.65 71.475	102,053.11 49.09 73.635	105,114.69 50.56 75.840	108,268.13 52.06 78.090	111,516.16 53.63 80.445	114,861.64 55.25 82.875
GRADE 26 Ex (6X0) H O	78,505.00 37.75 56.625	80,860.16 38.90 58.350	83,285.96 40.05 60.075	85,784.52 41.25 61.875	88,358.05 42.50 63.750	91,008.83 43.76 65.640	93,739.08 45.08 67.620	96,551.26 46.42 69.630	99,447.78 47.82 71.730	102,431.23 49.26 73.890	105,504.15 50.72 76.080	108,669.29 52.25 78.375	111,929.34 53.82 80.730	115,287.24 55.42 83.130	118,745.84 57.10 85.650
GRADE 26A Ex (6XA) H O	81,252.69 39.07 58.605	83,690.27 40.25 60.375	86,200.98 41.46 62.190	88,787.01 42.70 64.050	91,450.60 43.99 65.985	94,245.12 45.28 67.920	97,019.94 46.66 69.990	99,930.55 48.07 72.105	102,928.46 49.50 74.250	106,016.31 50.99 76.485	109,196.80 52.50 78.750	112,472.68 54.10 81.150	115,846.90 55.72 83.580	119,322.30 57.38 86.070	122,901.95 59.09 88.635
GRADE 27 Ex (6Y0) H O	84,000.35 40.40 60.600	86,520.36 41.59 62.385	89,115.98 42.84 64.260	91,789.45 44.14 66.210	94,543.13 45.47 68.205	97,379.43 46.83 70.245	100,300.81 48.21 72.315	103,309.85 49.67 74.505	106,409.12 51.16 76.740	109,601.39 52.71 79.065	112,889.46 54.28 81.420	116,276.12 55.91 83.865	119,764.44 57.59 86.385	123,357.34 59.33 88.995	127,058.07 61.12 91.680
GRADE 27A Ex (6YA) H O	86,940.36 41.81 62.715	89,548.56 43.04 64.560	92,235.04 44.33 66.495	95,002.08 45.69 68.535	97,852.14 47.06 70.590	100,787.71 48.47 72.705	103,811.32 49.90 74.850	106,925.67 51.42 77.130	110,133.46 52.96 79.440	113,437.45 54.52 81.780	116,840.56 56.18 84.270	120,345.79 57.86 86.790	123,956.16 59.60 89.400	127,674.87 61.38 92.070	131,505.09 63.22 94.830
GRADE 28 Ex (6Z0) H O	89,880.37 43.21 64.815	92,576.79 44.51 66.765	95,354.07 45.84 68.760	98,214.74 47.22 70.830	101,161.17 48.63 72.945	104,196.01 50.09 75.135	107,321.86 51.60 77.400	110,541.52 53.15 79.725	113,857.76 54.75 82.125	117,273.50 56.41 84.615	120,791.71 58.11 87.165	124,415.47 59.85 89.775	128,147.94 61.63 92.445	131,992.36 63.49 95.235	135,952.13 65.39 98.085
GRADE 28A Ex (6ZA) H O	93,026.19 44.72 67.080	95,816.96 46.09 69.135	98,691.47 47.46 71.190	101,652.25 48.87 73.305	104,701.80 50.34 75.510	107,842.86 51.86 77.790	111,078.13 53.41 80.115	114,410.49 55.01 82.515	117,842.80 56.65 84.975	121,378.08 58.35 87.525	125,019.40 60.11 90.165	128,770.03 61.90 92.850	132,633.12 63.77 95.655	136,612.10 65.68 98.520	140,710.46 67.65 101.475
GRADE 29 Ex (600) H O	96,171.99 46.26 69.390	99,057.16 47.64 71.460	102,028.89 49.07 73.605	105,089.75 50.55 75.825	108,242.44 52.05 78.075	111,489.70 53.62 80.430	114,834.41 55.24 82.860	118,279.42 56.89 85.335	121,827.81 58.61 87.915	125,482.65 60.36 90.540	129,247.14 62.18 93.270	133,124.53 64.01 96.015	137,118.29 65.95 98.925	141,231.84 67.92 101.880	145,468.77 69.96 104.940
GRADE 29A Ex (60A) H O	99,538.01 47.85 71.775	102,524.15 49.30 73.950	105,599.89 50.77 76.155	108,767.90 52.30 78.450	112,030.92 53.88 80.820	115,391.85 55.49 83.235	118,853.62 57.17 85.755	122,419.21 58.88 88.320	126,091.78 60.64 90.960	129,874.56 62.45 93.675	133,770.77 64.34 96.510	137,783.91 66.26 99.390	141,917.43 68.25 102.375	146,174.96 70.29 105.435	150,560.17 72.42 108.630
GRADE 30 Ex (610) H O	102,904.01 49.45 74.175	105,991.17 50.95 76.425	109,170.89 52.47 78.705	112,446.04 54.08 81.120	115,819.39 55.69 83.535	119,293.98 57.36 86.040	122,872.80 59.06 88.590	126,558.99 60.87 91.305	130,355.75 62.67 94.005	134,266.45 64.58 96.870	138,294.42 66.51 99.765	142,443.26 68.49 102.735	146,716.54 70.56 105.840	151,118.07 72.67 109.005	155,651.61 74.85 112.275



## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

[illegible]

GRADE	2015			2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12	STEP AL13	STEP AL14
GRADE 1	Ex	22,540.11	23,211.25	23,907.60	24,624.81	25,363.55						
	H	10.93	11.27	11.60	11.96	12.31						
	O	16.395	16.905	17.400	17.940	18.465						
GRADE 1A	Ex	23,329.02	24,023.64	24,744.35	25,486.71	26,251.29						
	H	11.21	11.55	11.90	12.26	12.61						
	O	16.815	17.325	17.850	18.390	18.915						
GRADE 2	Ex	24,117.93	24,836.04	25,581.13	26,348.56	27,138.99						
	H	11.62	11.95	12.32	12.68	13.06						
	O	17.430	17.925	18.480	19.020	19.590						
GRADE 2A	Ex	24,962.06	25,705.29	26,476.44	27,270.78	28,088.88						
	H	12.00	12.38	12.74	13.12	13.53						
	O	18.000	18.570	19.110	19.680	20.295						
GRADE 3	Ex	25,806.19	26,574.55	27,371.79	28,192.91	29,038.74						
	H	12.41	12.79	13.15	13.56	13.96						
	O	18.615	19.185	19.725	20.340	20.940						
GRADE 3A	Ex	26,709.38	27,504.67	28,329.82	29,179.71	30,055.10						
	H	12.85	13.22	13.65	14.05	14.47						
	O	19.275	19.830	20.475	21.075	21.705						
GRADE 4	Ex	27,612.60	28,434.78	29,287.82	30,166.46	31,071.45						
	H	13.29	13.69	14.09	14.51	14.95						
	O	19.935	20.535	21.135	21.765	22.425						
GRADE 4A	Ex	28,579.07	29,429.98	30,312.90	31,222.29	32,158.95						
	H	13.74	14.16	14.58	15.03	15.45						
	O	20.610	21.240	21.870	22.545	23.175						
GRADE 5	Ex	29,545.47	30,425.21	31,337.95	32,278.11	33,246.43						
	H	14.21	14.62	15.07	15.51	16.00						
	O	21.315	21.930	22.605	23.265	24.000						
GRADE 5A	Ex	30,579.57	31,490.10	32,434.81	33,407.83	34,410.06						
	H	14.75	15.19	15.66	16.12	16.59						
	O	22.125	22.785	23.490	24.180	24.885						
GRADE 6	Ex	31,613.68	32,554.99	33,531.64	34,537.57	35,573.72						
	H	15.23	15.70	16.15	16.63	17.15						
	O	22.845	23.550	24.225	24.945	25.725						
GRADE 6A	Ex	32,720.16	33,694.40	34,705.22	35,746.39	36,818.78						
	H	15.76	16.21	16.70	17.21	17.71						
	O	23.640	24.315	25.050	25.815	26.565						
GRADE 7	Ex	33,826.63	34,833.83	35,878.84	36,955.19	38,063.87						
	H	16.26	16.75	17.25	17.78	18.30						
	O	24.390	25.125	25.875	26.670	27.450						
GRADE 7A	Ex	35,010.56	36,053.04	37,134.59	38,248.63	39,396.12						
	H	16.84	17.32	17.87	18.39	18.95						
	O	25.260	25.980	26.805	27.585	28.425						
GRADE 8	Ex	36,194.50	37,272.20	38,390.36	39,542.07	40,728.34						
	H	17.42	17.94	18.45	19.01	19.59						

GRADE	2015		2015		2015		2015		2015	
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12
O	26,130	26,910	27,675	28,515	29,385					
GRADE 8A Ex	37,461.31	38,576.73	39,734.02	40,926.05	42,153.80					
(6FA) H	18.04	18.57	19.12	19.68	20.29					
O	27,060	27,855	28,680	29,520	30,435					
GRADE 9 Ex	38,728.12	39,881.26	41,077.69	42,310.02	43,579.32					
(6G0) H	18.67	19.25	19.80	20.41	21.01					
O	28,005	28,875	29,700	30,615	31,515					
GRADE 9A Ex	40,083.63	41,277.10	42,515.41	43,790.84	45,104.60					
(6GA) H	19.30	19.85	20.47	21.07	21.72					
O	28,950	29,775	30,705	31,605	32,580					
GRADE 10 Ex	41,439.12	42,672.93	43,953.12	45,271.69	46,629.86					
(6H0) H	19.92	20.52	21.14	21.77	22.42					
O	29,880	30,780	31,710	32,655	33,630					
GRADE 10A Ex	42,889.44	44,166.48	45,491.48	46,856.21	48,261.92					
(6HA) H	20.60	21.24	21.87	22.54	23.22					
O	30,900	31,860	32,805	33,810	34,830					
GRADE 11 Ex	44,339.81	45,660.04	47,029.83	48,440.74	49,893.95					
(6I0) H	21.32	21.97	22.63	23.30	24.00					
O	31,980	32,955	33,945	34,950	36,000					
GRADE 11A Ex	45,891.68	47,258.13	48,675.88	50,136.17	51,640.26					
(6IA) H	22.11	22.75	23.43	24.14	24.86					
O	33,165	34,125	35,145	36,210	37,290					
GRADE 12 Ex	47,443.60	48,856.26	50,321.91	51,831.58	53,386.54					
(6J0) H	22.82	23.49	24.20	24.94	25.67					
O	34,230	35,235	36,300	37,410	38,505					
GRADE 12A Ex	49,104.12	50,566.19	52,083.19	53,645.70	55,255.06					
(6JA) H	23.60	24.34	25.09	25.82	26.59					
O	35,400	36,510	37,635	38,730	39,885					
GRADE 13 Ex	50,753.56	52,276.18	53,844.43	55,459.79	57,123.59					
(6K0) H	24.43	25.17	25.90	26.68	27.51					
O	36,645	37,755	38,850	40,020	41,265					
GRADE 13A Ex	52,541.43	54,105.84	55,729.01	57,400.89	59,122.93					
(6KA) H	25.28	26.05	26.83	27.61	28.44					
O	37,920	39,075	40,245	41,415	42,660					
GRADE 14 Ex	54,318.18	55,935.52	57,613.58	59,341.99	61,122.24					
(6L0) H	26.15	26.91	27.71	28.55	29.40					
O	39,225	40,365	41,565	42,825	44,100					
GRADE 14A Ex	56,219.34	57,893.27	59,630.04	61,418.98	63,261.53					
(6LA) H	27.04	27.86	28.71	29.57	30.46					
O	40,560	41,790	43,065	44,355	45,690					
GRADE 15 Ex	58,120.44	59,850.99	61,646.53	63,495.93	65,400.80					
(6M0) H	27.97	28.80	29.65	30.54	31.44					
O	41,955	43,200	44,475	45,810	47,160					
GRADE 15A Ex	60,154.67	61,945.77	63,804.16	65,718.27	67,689.84					

GRADE	2015		2015		2015		2015		2015	
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12
(6MA)	H	28.92	29.81	30.68	31.62	32.55	33.48	34.41	35.34	36.27
	O	43.380	44.715	46.020	47.430	48.825	50.210	51.595	52.980	54.365
GRADE 16	Ex	62,175.31	64,040.55	65,961.79	67,940.65	69,978.86	72,078.01	74,248.11	76,488.21	78,798.31
(6NO)	H	29.91	30.79	31.73	32.66	33.65	34.64	35.63	36.62	37.61
	O	44.865	46.185	47.595	48.990	50.475	51.960	53.445	54.930	56.415
GRADE 16A	Ex	64,365.48	66,281.99	68,270.43	70,318.56	72,428.11	74,598.66	76,829.21	79,119.76	81,470.31
(6NA)	H	30.99	31.90	32.88	33.86	34.86	35.86	36.86	37.86	38.86
	O	46.485	47.850	49.320	50.790	52.290	53.760	55.230	56.700	58.170
GRADE 17	Ex	66,542.09	68,523.40	70,579.10	72,696.48	74,877.38	77,122.87	79,434.97	81,813.67	84,259.97
(6OO)	H	32.01	32.97	33.95	34.97	36.01	37.07	38.14	39.21	40.29
	O	48.015	49.455	50.925	52.455	54.015	55.545	57.075	58.605	60.135
GRADE 17A	Ex	68,871.07	70,921.72	73,049.38	75,240.84	77,498.07	79,813.17	82,194.27	84,641.37	87,155.47
(6OA)	H	33.12	34.13	35.14	36.18	37.27	38.36	39.45	40.54	41.63
	O	49.680	51.195	52.710	54.270	55.905	57.515	59.105	60.690	62.270
GRADE 18	Ex	71,200.04	73,320.07	75,519.66	77,785.24	80,118.77	82,522.92	84,994.67	87,533.02	90,038.07
(6PO)	H	34.27	35.31	36.37	37.45	38.57	39.69	40.81	41.93	43.05
	O	51.405	52.965	54.555	56.175	57.855	59.505	61.225	62.935	64.645
GRADE 18A	Ex	73,692.05	75,886.23	78,162.84	80,507.70	82,922.92	85,419.49	87,897.59	90,447.24	92,967.49
(6PA)	H	35.44	36.49	37.60	38.71	39.87	41.00	42.14	43.29	44.44
	O	53.160	54.735	56.400	58.065	59.805	61.520	63.235	64.945	66.655
GRADE 19	Ex	76,184.09	78,452.48	80,806.00	83,230.20	85,727.10	88,297.60	90,939.70	93,653.40	96,438.70
(6QO)	H	36.64	37.74	38.89	40.04	41.24	42.49	43.74	44.99	46.24
	O	54.960	56.610	58.335	60.060	61.860	63.640	65.410	67.175	68.940
GRADE 19A	Ex	78,850.51	81,198.27	83,634.24	86,143.26	88,727.57	91,388.07	94,114.77	96,907.47	99,767.97
(6QA)	H	37.92	39.06	40.23	41.45	42.69	43.93	45.17	46.41	47.65
	O	56.880	58.590	60.345	62.175	64.035	65.925	67.835	69.765	71.705
GRADE 20	Ex	81,499.15	83,944.12	86,462.46	89,056.32	91,728.02	94,468.52	97,277.02	100,153.52	103,097.02
(6RO)	H	39.21	40.40	41.59	42.84	44.14	45.44	46.74	48.04	49.34
	O	58.815	60.600	62.385	64.260	66.210	68.135	70.060	72.000	73.945
GRADE 20A	Ex	84,370.03	86,882.15	89,488.63	92,173.29	94,938.49	97,782.29	100,694.69	103,675.69	106,726.19
(6RA)	H	40.59	41.80	43.03	44.32	45.67	47.00	48.34	49.67	51.00
	O	60.885	62.700	64.545	66.480	68.505	70.525	72.545	74.565	76.585
GRADE 21	Ex	87,223.13	89,820.21	92,514.80	95,290.24	98,148.95	101,089.95	104,112.45	107,217.45	110,394.95
(6SO)	H	41.94	43.21	44.51	45.84	47.21	48.58	49.95	51.32	52.69
	O	62.910	64.815	66.765	68.760	70.815	72.860	74.905	76.950	78.995
GRADE 21A	Ex	90,275.92	92,963.92	95,752.84	98,625.42	101,584.17	104,634.17	107,760.17	110,962.17	114,239.17
(6SA)	H	43.43	44.72	46.07	47.45	48.86	50.27	51.68	53.09	54.50
	O	65.145	67.080	69.105	71.175	73.290	75.440	77.585	79.735	81.885
GRADE 22	Ex	93,328.77	96,107.61	98,990.84	101,960.56	105,019.38	108,168.19	111,407.00	114,735.81	118,154.62
(6TO)	H	44.89	46.25	47.61	49.04	50.52	52.00	53.48	54.96	56.44
	O	67.335	69.375	71.415	73.560	75.780	78.000	80.215	82.435	84.655
GRADE 22A	Ex	96,595.27	99,471.38	102,455.52	105,529.20	108,695.04	111,944.04	115,277.04	118,694.04	122,195.04
(6TA)	H	46.43	47.83	49.27	50.74	52.26	53.74	55.22	56.70	58.18
	O	69.645	71.745	73.905	76.110	78.390	80.665	82.940	85.215	87.490

GRADE	2015			2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12	STEP AL13	STEP AL14
GRADE 23 (6U0)	Ex H O	99,861.76 48.02 72.030	102,835.14 49.43 74.145	105,920.22 50.93 76.395	109,097.81 52.44 78.660	112,370.74 54.06 81.090						
GRADE 23A (6UA)	Ex H O	103,356.94 49.69 74.535	106,434.40 51.18 76.770	109,627.39 52.73 79.095	112,916.21 54.30 81.450	116,303.72 55.93 83.895						
GRADE 24 (6V0)	Ex H O	106,852.10 51.39 77.085	110,033.62 52.92 79.380	113,334.61 54.49 81.735	116,734.67 56.12 84.180	120,236.69 57.81 86.715						
GRADE 24A (6VA)	Ex H O	110,591.92 53.16 79.740	113,884.78 54.77 82.155	117,301.34 56.42 84.630	120,820.38 58.12 87.180	124,445.01 59.86 89.790						
GRADE 25 (6W0)	Ex H O	114,331.73 54.96 82.440	117,735.98 56.60 84.900	121,268.05 58.30 87.450	124,906.09 60.06 90.090	128,653.27 61.86 92.790						
GRADE 25A (6WA)	Ex H O	118,333.35 56.90 85.350	121,856.71 58.62 87.930	125,512.43 60.37 90.555	129,277.82 62.20 93.300	133,156.13 64.02 96.030						
GRADE 26 (6X0)	Ex H O	122,334.94 58.81 88.215	125,977.47 60.57 90.855	129,756.79 62.39 93.585	133,649.49 64.28 96.420	137,658.98 66.19 99.285						
GRADE 26A (6XA)	Ex H O	126,616.67 60.89 91.335	130,386.71 62.70 94.050	134,298.30 64.60 96.900	138,327.23 66.53 99.795	142,477.07 68.51 102.765						
GRADE 27 (6Y0)	Ex H O	130,898.39 62.96 94.440	134,795.92 64.82 97.230	138,839.78 66.77 100.155	143,004.98 68.77 103.155	147,295.13 70.83 106.245						
GRADE 27A (6YA)	Ex H O	135,479.83 65.12 97.680	139,513.75 67.09 100.635	143,699.17 69.09 103.635	148,010.15 71.19 106.785	152,450.46 73.32 109.980						
GRADE 28 (6Z0)	Ex H O	140,061.29 67.34 101.010	144,231.62 69.38 104.070	148,558.55 71.45 107.175	153,015.32 73.59 110.385	157,605.79 75.80 113.700						
GRADE 28A (6ZA)	Ex H O	144,963.44 69.68 104.520	149,279.72 71.78 107.670	153,758.13 73.92 110.880	158,370.86 76.15 114.225	163,121.99 78.44 117.660						
GRADE 29 (600)	Ex H O	149,865.59 72.05 108.075	154,327.86 74.22 111.330	158,957.68 76.45 114.675	163,726.38 78.75 118.125	168,638.17 81.11 121.665						
GRADE 29A (60A)	Ex H O	155,110.85 74.59 111.885	159,729.31 76.81 115.215	164,521.17 79.12 118.680	169,456.81 81.50 122.250	174,540.51 83.96 125.940						
GRADE 30 (610)	Ex H O	160,356.16 77.09 115.635	165,130.78 79.43 119.145	170,084.70 81.80 122.700	175,187.22 84.24 126.360	180,442.86 86.76 130.140						

GRADE	2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11
GRADE 30A Ex	165,968.62	170,910.35	176,037.67	181,318.80	186,758.35				
(61A) H	79.80	82.19	84.64	87.16	89.80				
O	119.700	123.285	126.960	130.740	134.700				
GRADE 31 Ex	171,581.10	176,689.94	181,990.63	187,450.34	193,073.87				
(620) H	82.48	84.97	87.52	90.13	92.85				
O	123.720	127.455	131.280	135.195	139.275				
GRADE 31A Ex	177,586.43	182,874.09	188,360.31	194,011.11	199,831.45				
(62A) H	85.38	87.91	90.59	93.28	96.07				
O	128.070	131.865	135.885	139.920	144.105				
GRADE 32 Ex	183,591.77	189,058.23	194,729.98	200,571.89	206,589.04				
(630) H	88.26	90.89	93.64	96.47	99.34				
O	132.390	136.335	140.460	144.705	149.010				
GRADE 32A Ex	190,017.46	195,675.27	201,545.51	207,591.91	213,819.66				
(63A) H	91.35	94.11	96.93	99.83	102.82				
O	137.025	141.165	145.395	149.745	154.230				
GRADE 33 Ex	196,443.19	202,292.30	208,361.06	214,611.89	221,050.26				
(640) H	94.44	97.26	100.19	103.19	106.30				
O	141.660	145.890	150.285	154.785	159.450				
GRADE 33A Ex	203,318.70	209,372.52	215,653.70	222,123.31	228,787.01				
(64A) H	97.75	100.68	103.69	106.80	110.02				
O	146.625	151.020	155.535	160.200	165.030				
GRADE 34 Ex	210,194.24	216,452.79	222,946.34	229,634.73	236,523.77				
(650) H	101.06	104.08	107.20	110.42	113.73				
O	151.590	156.120	160.800	165.630	170.595				
GRADE 34A Ex	217,551.01	224,028.61	230,749.47	237,671.95	244,802.12				
(65A) H	104.59	107.71	110.94	114.28	117.70				
O	156.885	161.565	166.410	171.420	176.550				
GRADE 35 Ex	224,907.81	231,604.46	238,552.60	245,709.15	253,080.45				
(660) H	108.14	111.36	114.71	118.16	121.69				
O	162.210	167.040	172.065	177.240	182.535				
GRADE 35A Ex	232,779.59	239,710.61	246,901.92	254,308.98	261,938.24				
(66A) H	111.90	115.26	118.73	122.28	125.94				
O	167.850	172.890	178.095	183.420	188.910				
GRADE 36 Ex	240,651.37	247,816.76	255,251.28	262,908.79	270,796.07				
(670) H	115.70	119.15	122.72	126.43	130.23				
O	173.550	178.725	184.080	189.645	195.345				
GRADE 36A Ex	249,074.16	256,490.35	264,185.05	272,110.60	280,273.91				
(67A) H	119.72	123.31	127.02	130.82	134.75				
O	179.580	184.965	190.530	196.230	202.125				